



CERTIFICATE OF INCORPORATION
OF

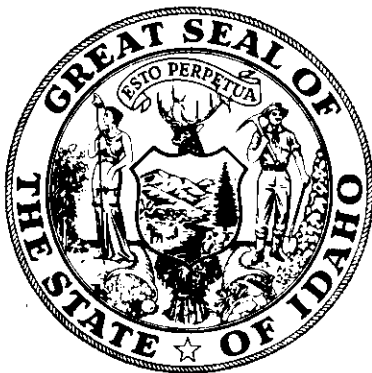
_____ G L AND H, INC. _____

I, PETE T. CENARRUSA, Secretary of State of the State of Idaho, hereby certify that duplicate originals of Articles of Incorporation for the incorporation of _____

_____,
G L AND H, INC.,
duly signed pursuant to the provisions of the Idaho Business Corporation Act, have been received in this office and are found to conform to law.

ACCORDINGLY and by virtue of the authority vested in me by law, I issue this Certificate of Incorporation and attach hereto a duplicate original of the Articles of Incorporation.

Dated _____ March 5 _____, 19 80 _____.



Pete T. Cenarrusa

SECRETARY OF STATE

Corporation Clerk

ARTICLES OF INCORPORATION

OF

G L and H, INC.

The undersigned, Lois V. Schmidt, acting as incorporator of G L and H, Inc., a corporation under the Idaho Business Corporation Act, adopts the following Articles of Incorporation for such corporation:

FIRST: The name of the corporation is G L and H, Inc.

SECOND: The period of its duration is perpetual.

THIRD: The purpose or purposes for which the corporation is organized are the transaction of any or all lawful business for which corporations may be incorporated under the Idaho Business Corporation Act and as such may be amended.

FOURTH: The aggregate number of shares which the corporation shall have authority to issue is Fifty (50) shares of common stock of a no par value per share, an aggregate total capital of Five Thousand and NO/100 Dollars (\$5,000.00).

FIFTH: Provisions denying preemptive rights are: There are no preemptive rights.

SIXTH: Provisions for the regulation of the internal affairs of the corporation are: The By-Laws shall set the number of and qualification of directors and officers and shall set forth any restrictions, if any, on the transfer of shares.

SEVENTH: The address of the initial registered office of the corporation is 4600 Eagleson Road, Boise, Idaho, and the name of its initial registered agent at such address is Heidi Parke.

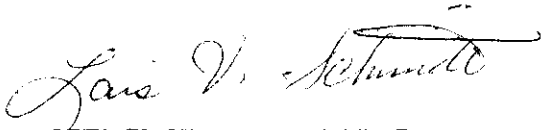
EIGHTH: The number of directors constituting the initial board of directors of the corporation is as set forth in the By-Laws, and the names and address of the persons who are to serve as directors until the first annual meeting of the shareholders or until their successors are elected and shall qualify are:

<u>NAME</u>	<u>ADDRESS</u>
Oswald H. Schmidt	4600 South Eagleson Road Boise, Idaho 83705
Lois V. Schmidt	4600 South Eagleson Road Boise, Idaho 83705
Heidi L. Parke	4600 South Eagleson Road Boise, Idaho 83705

NINTH: The name and address of each incorporator is:

<u>NAME</u>	<u>ADDRESS</u>
Lois V. Schmidt	4600 South Eagleson Road Boise, Idaho 83705

DATED This 15th day of February, 1980.


Lois V. Schmidt

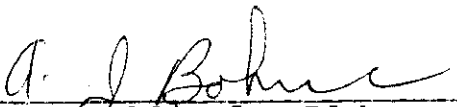
STATE OF IDAHO)

:ss.

County of Ada)

On this 15th day of February, 1980, before me, the undersigned, a Notary Public in and for said State, personally appeared LOIS V. SCHMIDT, known to me to be the person whose name is subscribed to the within and foregoing instrument, and acknowledged to me that she executed the same.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my official seal the day, month and year first above written.



Notary Public for Idaho
Residing at Boise